Consent is Sexy

Nisaa Institute for Women's Development
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‘Enabling women and children to live in a world free of violence’ remains the vision that guides Nisaa and motivates our staff to carry out their duties with dedication and commitment. The passion that Nisaa staff members bring to their work is reminiscent of the words Nelson Mandela once wrote to Sheena Duncan: “The knowledge that, in your day, you did your duty and lived up to the expectations of your fellow men, is in its self a rewarding experience and magnificent achievement.”

This Annual Report covers the period 01 April 2010 to 31 March 2011, and provides the organisation with the chance to review its performance, share its achievements, and present its future plans.

We, the Nisaa Board, are proud of our organisation's achievements during the year under review, and are also painfully aware of the enormous challenges that confront Nisaa, as it continues to work towards its stated vision.

Our staff needs to be warmly acknowledged for the tremendous growth shown in Nisaa's Counselling and Shelter, Public Awareness and Advocacy and Training departments. None of this would have been possible without their dedication. Of special note is the work of the shelter staff. These dedicated individuals are available day and night to take care of the needs of people who come to the shelter. We believe that every woman and child that approaches the organisation receives quality support, and that is a sign of the commitment of the staff. We thank them for their tireless effort.

This report also introduces new initiatives presently being undertaken by Nisaa. One of these is the Beading Project. We hope that this project will eventually meet its stated aim of becoming a major income generator which will, in turn, assist women from abusive situations to become financially independent.

Other important initiatives are the invaluable work that the organisation has done in building the National Shelter Movement of South Africa (NSM-SA); and joining the African Gender-Based Violence Network.

The Board has also embarked on new paths. As the legal environment for non-governmental organisations (NGOs) changes with the introduction of the New Companies Act, the Board has felt it necessary to undergo training on the King 111 Report. The training will continue into the next financial year, and has been very effective in ensuring that the organisation is ready for the implementation of this new legislative framework.

The work of the Board in reviewing and refining Nisaa's guiding policies must be commended, with special acknowledgement going to Rowayda Halim and Hendrina Khanyile for their hard work and commitment in this regard.

This year we are sad to see three Board members leaving us. Ms Rowayda Halim served on the Board from its inception 17 years ago, and has provided sterling leadership. We must also acknowledge the time and expertise that Ms Hendrina Khanyile and Ms Estelle Solomons have contributed to the Nisaa Board. We would like to thank them for enriching our remarkable organisation with their passion and dedication, and wish them well in their future endeavours.

To all our donors who continue to support the work of Nisaa, we are humbly grateful.

Petal Thring
From the experience Nisaa has gained over the past 17 years, it is clear that the only strategy that will change the way women are viewed and treated in this country, and turn around the horrific statistics on rape and other forms of abuse, including abuse against children, is for women to take matters into their own hands. Women need to speak out about gender-based abuse, starting with the home and moving into both law enforcement and the legal system.

The work being done by non-governmental organisations (NGOs) in the sector is important, and our advocacy initiatives do put issues on the front burner. However, without strong support from women themselves, our work remains a drop in the ocean.

In this Annual Report we recall the experiences of some of the women who have passed through Nisaa's doors over the years, and pay homage to them. These are women whose lives have been changed through attending counselling, participating in training, or being accommodated in our shelter.

Entering a shelter is the first – and arguably the greatest – step a woman can take in solving an abusive situation at home. It is an unequivocal expression of her desire to no longer tolerate abuse. It is the strength of these women who bare their souls that we need to honour and encourage.

For this reason Nisaa has always endeavoured to preserve and use the voices of our clients in our media and advocacy work. We hope that women in similar situations who receive these messages will relate to them, and be inspired to reach out for help. One of our challenges is to find new ways to bring young female activists on board, and this means continually changing the language we speak, and introducing new and exciting programmes.

The report covers the financial year, 01 April 2010 to 31 March 2011, and reviews activities and financial transactions for this period.

The activities of the Nisaa shelter, the counselling and training departments, and our advocacy and awareness campaigns are highlighted. Nisaa remains very proud of the counselling and shelter service it has offered since it started. During the past financial year Nisaa provided counselling to 1 302 clients. Of this number a total of 93 clients (42 women and 51 children) were accommodated at the Nisaa shelter. During the past year, a very important initiative for the shelter has been to increase the length of time a woman may stay in the shelter from six weeks to three months. This gives clients a far better chance of turning their lives around in a meaningful way.

Nisaa's advocacy work has continued this year. The Date Rape Campaign is almost as old as Nisaa itself, and is still able to spread its wings and reach hundreds of young people. A total of 1 905 learners were reached through the campaign across seven schools in Soweto, Orange Farm and Lenasia. The newly introduced Interface Dialogues have become a very important part of Nisaa's outreach work, and this campaign reached some 30 000 people in public spaces. Experience has shown these community campaigns to be instrumental in getting women and young girls to speak out. It is heartening to know that in many cases, women and girls who've been exposed to our campaigns, approach Nisaa for counselling.

Awareness campaigns during the past financial year have included taking our radio programme Change the Tune! to community radio stations, and making Public Service Announcements (PSAs) for the Consent is Sexy! campaign. We are very proud of these creative projects, which are also effective in profiling Nisaa in the media, and on the Internet.

Nisaa's training programme was faced with a number of hurdles in the past financial year, largely due to the Soccer World Cup. Several training sessions had to be cancelled during May and June while the World Cup was
on. Nisaa also experienced the challenges that accompany delays in funding. Both of these factors impacted on the level of output in training over the past year.

As an organisation, we have always been committed to developing organisational capacity, and a successful initiative this year has been the introduction of monitoring and evaluation training that took place for all staff members. This was aimed at providing advanced skills in collection and collation of material for evaluation purposes. In addition, a comprehensive staff development programme was conducted, which included: gender sensitivity; first aid and fire safety training; self-esteem development; workshops on legislation; and assessor training. During the course of the year, staff also participated in various stress-relief and team-building workshops.

In the past year two University of South Africa (Unisa) trauma counsellors completed internships at Nisaa, where they were continually supervised. This is very important work for the organisation, as it keeps Nisaa in touch with training at tertiary level.

Nisaa also focused on organisational development during the past year. The Board and senior staff attended a course on the King 111 Report, looking at its relevance to non-governmental organisations; and a new performance matrix was implemented for all staff.

Nisaa has been instrumental in getting the constitution and Non-Profit Organisation (NPO) status in place for the National Shelter Movement of South Africa (NSM-SA).

An interesting new initiative has been joining the Uganda based, African Gender Based Violence Network.

A very exciting venture has been the introduction of the Beading Project. This project aims to teach jewellery-making skills to women who have experienced abuse, and need to re-define their lives by becoming economically self-sufficient. The project is developing well and shows enormous promise.

Finally, Nisaa participated in a Developmental Quality Assurance audit administered by the Department of Social Development (DSD). The findings of the audit indicated that the organisation is effective in respect of documenting staff and managing meetings, financial management, maintenance of an asset and donor register, and conducting staff performance appraisals. It highlighted the fact that many of our beneficiaries and volunteers have become empowered through their interaction with Nisaa; and acknowledged that the organisation maintains good staff development and training programmes throughout the year.

An area identified for future development is materials development. The report pointed to the need to develop material around current and newly promulgated legislation, such as the Sexual Offences Act. Nisaa intends to pursue this in the next financial year.

From everything we have achieved in the past financial year, it is heartening to see that Nisaa is still very much on track after 17 years in the field!

These achievements would not be possible without the staff at Nisaa. Working in the field of gender-based abuse requires a special commitment. Thank you to all the staff!
Of course the organisation could not function without the guidance of the Nisaa Board. Special thanks go to the executive board members who have spent a great deal of time dealing with organisational issues this year. We would like to express our appreciation to outgoing board members, Ms Rowayda Halim, Ms Hendrina Khanyile and Ms Estelle Solomons. Their valued contribution and dedication to Nisaa will always be remembered.

The role of volunteers and students cannot be underestimated. They give their time and energy to Nisaa on a voluntary basis and their input is invaluable!

Finally, as always, we need to express our heartfelt gratitude to the funders who share our vision, and assist us to achieve it!

Zubeda Dangor
Director
During the year under review Nisaa has continued its training, shelter and counselling services, and introduced some new and exciting activities through its advocacy and awareness programmes.

This report covers the activities at all three Nisaa offices, Lenasia, Orange Farm and Soweto, during the past financial year, April 2010 to March 2011.

During the year under review Nisaa provided assistance to 1 302 people through its Lenasia, Soweto and Orange Farm offices. Nisaa’s counselling is conducted both face-to-face and telephonically. Of the 1 302 people, a total of 554 became ongoing clients. To become an ongoing client, a contractual agreement is entered into requiring the person to attend six counselling sessions. Following these session, a review process determines whether further counselling is required. This is a new initiative for Nisaa, aimed at addressing the challenges of clients not honouring commitments to follow-up sessions. The approach has proved to be effective as there has been a far greater commitment to counselling.

Nisaa provides counselling services to women and children. Men also receive counselling when required, and this is done mainly through couple counselling. In the previous financial year, Nisaa highlighted that at least half of its overall case load was from the Orange Farm office. This trend has remained the same in the past year, with a substantial increase in referrals to the shelter. Thus it can be said that there is a greater demand for Nisaa’s services in the Orange Farm community.

As reflected in the graph below, another interesting trend found in this year’s cases is that emotional abuse is high in comparison to other types of abuse, and is followed closely by verbal abuse. This is significant, as it indicates that women are recognising these behaviours as abuse. However, it also creates difficulties when working with the police and courts, as the police do not have emotional abuse as an indicator of domestic violence. This means the process of obtaining protection orders becomes difficult. Nisaa has to work hard on an individual client basis to ensure the client is afforded the entitled services. It is not always a battle easily won!
The graph also shows that sexual abuse is the lowest reported form of abuse. This is probably not a true reflection. Sadly, most people still believe that rape within a marriage or relationship is not a violation of women's rights.

An increase in the number of reported cases during the months of August and January is also evident from the graph. The reasons could be that around Women's Day (09 August) there are public awareness activities that encourage women to speak out against abuse. In January, there is usually greater financial strain on families, which often results in abuse. Also, women tend to want to start afresh at the beginning of a new year and try to leave their partners, and this can result in abuse.

All three offices have continued to advertise the counselling services offered in the respective communities. These public awareness drives are also aimed at strengthening partnerships with stakeholders, which in turn makes services more accessible. For example, Nisaa has a partnership with the Lenasia Court, and this has led to a quick turnaround in the application for Protection Orders.

As highlighted in last year's report, the Soweto office relocated to the Nicro Community Centre in Mofolo South. This proved to be a better option for Nisaa as there was a greater influx of clients. Sadly, the Nicro Community Centre caught fire in March 2011, and the Nisaa offices were destroyed. This has been a major set-back for our Soweto office as all client records and other valuable information has been lost. Nisaa is currently looking for alternate office space.

Support Groups

In addition to the individual counselling service offered by Nisaa, group session also take place. These support groups use a holistic approach, and within a nine week programme, cover the following topics:

- Re-connecting to self;
- Destructive behaviour;
- Feelings;
- Self Esteem;
- Values and thoughts;
- Family;
- Re-integration;
- Future; and
- Preparing to leave.

The Soweto support group was very effective. Made up of 10 women who met regularly, the group finally decided to conclude the sessions, as they had come full circle and felt equipped to make decisions on how to move forward with their lives.

An on-going support group is run at the shelter, and it has been observed that women learn from each other's experiences. The group sessions help clients to understand each other, and this assists in the healing process outside of group sessions. As new clients arrive at the shelter all the time, it does pose a challenge for the support group. To get around this, women who join the group in the middle of the nine week programme, and have missed a number of topics, are taken through material during their individual sessions. However, newcomers to the group always take a long time to open up to the group.

All efforts to start support groups in Orange Farm have been unsuccessful, and Nisaa staff site financial constraints as the main reason for this.
Counselling for Children

During the past year a total of 98 children participated in group and individual counselling sessions. Most referrals to Nisaa come from schools in the communities where Nisaa offices are situated.

Counselling for children is conducted by qualified social workers and counsellors. Sometimes, depending on the case, parents are invited to attend the sessions. This is important as it allows both parents and children to understand their situation better.

At the shelter children attend counselling on a regular basis, as they are often themselves survivors of direct or indirect domestic violence. Research shows that every time domestic violence takes place, it is witnessed by an average of three children.

Nisaa’s methodology for counselling children is based on play therapy which uses games, toys and clay modelling. The play therapy approach was developed according to research findings that indicate children are not able to articulate their thoughts and feelings without feeling interrogated. During play therapy sessions the counsellor is able to build a relationship with the child where the child begins to feel safe. Counsellors do experience certain challenges when working with children, including the fact that children have shorter attention spans than adults, and are unsure about levels of confidentiality – often believing that information will be shared with parents or teachers.

Topics included in the child therapy programme are:

- My body;
- Children's rights and responsibilities;
- Trust, boundaries, and good and bad secrets;
- Feelings;
- My dreams; and
- Masks (for children from the age of seven).

All information, including drawings and art pieces, pertaining to an individual child, is kept in a file. This assists in setting up future support programmes based on the specific needs of the child, and for referrals to specialist services.
Mothers are always involved in order to establish the mother-child interaction and relationship, and develop better parenting skills where needed. Observation is made on the mother-child interaction while at the shelter, and reports are compiled for other service providers should it be necessary to share the information.

Apart from direct counselling, other activities planned for children include trips and outings for children and parents. This is an important part of the child's recovery. During the past year, children were taken to McDonalds on one occasion. Trips to Gold Reef City Theme Park and the swimming pool were arranged, however due to logistical reasons, these did not take place. Outdoor activities are important as both mother and children are able to be away from the shelter and engage in social activities together.

It is important for children in the shelter to continue with their education. Nisaa has good relationships with some schools in Lenasia, and these schools enrol children even for a short period, understanding that we are a crisis shelter providing shelter for a three month period. Over the past year Nisaa assisted five children with transport money to ensure that they were able to attend school. One particular case that needs mention, is that of a child whose father works at the SAPS and is able to provide for his child, but refused to do so, even though the man understands the law. Nisaa advocated on the client's behalf and got the SAPS to force him to make the payments required, while the maintenance case proceeds through the normal legal channels.

With cases where the schools are full and cannot accommodate the children, assistance with school curriculum is provided at the shelter. This, however, is not an ideal situation as children often want to be at school with friends and familiar faces. It retains a degree of normality, having already been removed from familiar surroundings. However, this is done only in cases where the child's life is not in danger, and there is no fear of abduction.

As highlighted in this report, advocacy campaigns have continued in schools during the past year, and this has a direct benefit when counselling school pupils.

Nisaa also assists and advocates on behalf of children should a case of domestic violence go to court. If there is a need for statutory intervention, a referral is made to the Department of Social Development.

Nisaa in Schools

Nisaa has developed good relationships with schools in areas surrounding Lenasia, Soweto and Orange Farm. This has led to many children being referred by the schools. In the past year Nisaa had 101 referrals from schools in Orange Farm and 70 referrals from schools in the Soweto area. In Lenasia, children were referred from both secondary and primary schools.

From these referrals, Nisaa had the opportunity to pilot a holiday programme with pupils from Azara Secondary in Lenasia. Eight pupils were identified to attend the programme. The programme included life skills, peer pressure, decision making, masks, and assertive communication. The programme aimed to give support to young people with behavioural problems, and is designed to support both parents and pupils. The programme however did not go as planned as pupils slowly dropped out. On evaluating the programme, it was suggested that in order to motivate pupils to attend, the programme needs buy-in and commitment from parents. It also needs to be scheduled as soon as possible after the school closes for the holiday period. The programme needs to be fun and at the same time educational. It was advised that perhaps the provision of food during the programme would serve as an incentive to participate.
The Nisaa Shelter

Nisaa’s Shelter is a crisis shelter that provides services to women and their children for a period of three months. Between April 2010 and March 2011 the shelter provided accommodation to 42 women and 51 children. The shelter provides special events for both women and children, including celebrations over Christmas, Eid and Diwali.

Micah Walks Tall!

Micah is a woman in her fifties. She first came to the Nisaa shelter 10 years ago, as her husband was beating her up regularly and demeaning her by calling her names. She left her children at home and only stayed in the shelter for two weeks. She believed that the break would be good for their marriage and that her husband would realise that she could leave.

Last year Micah returned to the shelter. Nothing had changed in her marriage. I noticed her when she came, as she hardly ever spoke. Her individual counselling sessions were very brief, as she did not want to talk about her situation. All she wanted was a quick fix, as she believed that she could acquire the skills to manage her husband’s behaviour.

Again, Micah’s stay was short, as her children begged her to return to the family home. She said that they felt ashamed, as their religion expected their mother to submit to everything that her husband told her to do.

This year Micah came to the shelter for the third time. Suddenly, there was a change in her approach. She engaged in shelter activities, took part in the counselling sessions with the social worker, and participated in self-esteem training. For the first time she also engaged in support group sessions – which were very emotional for her – and she often ended up in tears as she related her experiences. Micah was very afraid when people raised their voices, and saw any conflict as potential physical violence. She would lock herself in the wardrobe at the shelter when women raised their voices.

After six weeks at the shelter, a phenomenal change started to take place. She became interested in The Beading Project, and started doing beautiful bead work. In addition, she is a skilful machinist, and began taking a leading role in the sewing project. This gave her confidence, as she was able to teach other women to sew.

Over time, Micah became a mother, a grandmother and a role model to other women in the shelter. She started visiting her children on the weekends. On one such visit, her husband arrived at her daughter’s house. She spoke to him without fear, explaining that on past visits when he arrived at the house she would lock herself in the toilet, or climb out of a window.

Micah was finally ready to leave the shelter. The day she walked out she was walking tall! A different person walked through that door! She had a sense of purpose and determination. She was adamant that she was going to focus on gaining her independence. Her son-in-law had given his commitment to set her up in a sewing business and that was what she would do! Financial independence meant that Micah would never have to go back to the abusive situation from which she had emerged! by a Nisaa shelter worker

During the past financial year a variety of services were offered to women at the shelter. These included:

- Counselling sessions on a weekly basis;
- Support groups, facilitated on a weekly basis by a social worker and counsellor;
• Advice for clients wanting to obtain protection orders, submit maintenance applications, and implement divorce processes;
• Life skills programmes such as decision making, self-esteem, and crisis intervention;
• Self-esteem training held over two days at the Nisaa office;
• Legal advice was made available through Nisaa partners such as Pro Bono, and women were given assistance in contacting the Family Court and Maintenance Court;
• Skills development programmes for crafts such as bead making, sewing, and baking;
• Assistance in developing key documents such as Curriculum Vitae, etc;
• Assistance in finding schools for children;
• Child counselling and development programmes for children, such as reading, storytelling, drawing, painting, and outdoor activities; and
• Financial assistance for transport in order to access medical care, identity documents and state grants.

There is good security at the shelter and all attempts are made to create a loving and homely environment. Women manage their own families and are provided with hampers to cook meals for their families, do their own laundry, and manage their children's programmes. A public telephone at the shelter enables women to stay in contact with family and friends.

The National Shelter Movement of South Africa (NSM-SA)

Nisaa has played an important role in the establishment of the National Shelter Movement of South Africa (NSM-SA).

Unfortunately, during the past financial year, the NSM-SA has been affected by the general loss of funding to the gender sector, and has thus not been able to achieve all the goals it had set.

A major setback was the postponement of the third National Shelter Conference. The NSM-SA raised part of the budget and requested the balance from the national Department of Social Development (DSD). While there was verbal agreement to this, the DSD did not follow through on the agreement. This resulted in the cancellation of the conference.

Despite these funding challenges, the NSM-SA managed to visit shelters in three provinces; Gauteng, Limpopo and Kwa-Zulu Natal.

A very successful meeting was held during the year for Gauteng provincial representatives. The meeting included a workshop on managing HIV/AIDS in shelters, which gave an overview of HIV/AIDS; legislation around HIV/AIDS; and information on the interface between GBV and HIV/AIDS. The training was important as it emerged that there was not a common understanding of the law, policy and practice regarding HIV/AIDS. The training resulted in a number of recommendations for the shelter movement to take forward. This includes, the standardization of training for shelter workers around HIV/AIDS; developing a policy on HIV/AIDS for personnel, volunteers and clients; and the development of a HIV/AIDS toolkit.

As per the recommendations, a policy regarding HIV/AIDS in shelters has been developed and distributed within the membership of NSM-SA for comment.

Plans for the next financial year include conducting research on funding patterns to shelters throughout the nine provinces. The executive committee also plans to undertake site visits to Mpumalanga, Northern Cape and Limpopo, between April and June 2011; and Eastern Cape, Free State and North West, between August and October 2011.
The Interface Campaign operates in public spaces to increase awareness of the interface between Gender Based Violence (GBV) and HIV/AIDS through taking the debate to the people. Trained fieldworkers give talks in public spaces such as clinics, schools, railway stations, taxi ranks and social clubs.

The intervention starts with the fieldworker introducing her/himself and speaking about what constitutes gender abuse. This is followed by a short introduction to HIV/AIDS. The talk then turns to the interface between GBV and HIV/AIDS. The fieldworker is trained in techniques to encourage people to engage in debate. Pamphlets about the interface between GBV and HIV/AIDS are also handed out. There are many cases of people approaching the fieldworker about their own situations, and they are referred to the Nisaa offices for counselling.

During the year, a reported 26 833 people participated in The Interface Campaign, with an average of 30 people per session.

The number of people reached is, in fact, slightly higher, as some registers were mistakenly sent to the Department of Social Development (DSD) and were not found again, resulting in one full month of the year not being accounted for. Secondly, fieldworkers reported that some participants are unwilling to sign the register.

There were 29 636 pamphlets distributed during the period under review, highlighting a difference of 3 000 between people taking pamphlets and people participating in the talks. Nisaa's general information pamphlets and ribbons are also distributed at these events, as well as condoms (30 boxes) and femidoms (1 585 units).

A finding made by the fieldworkers is that women are able to identify abusive relationships, but do not always know where to access services. An issue that occurs repeatedly is that women have great difficulty negotiating the use of condoms during sex, particularly in abusive relationships.

Most importantly, women attending the talks indicated that the talks made them aware of the free HIV assistance they could receive from hospitals, particularly in the case of rape.

Nisaa is grateful to the organisations which gave permission for fieldworkers to operate at their sites. These include:

- Thokoza Park, Orange Farm
- N G Church, Drieziek
- Mandela Sisulu Clinic, Soweto
- Chiawelo Clinic, Soweto
- Jabavu Clinic, Soweto
- Michael Maponya Clinic, Soweto
- Tholinfundo Primary, Soweto
- Chris Hani Stadium, Orange Farm
- Moroko Clinic, Soweto
- Love Life Youth Centre, Orange Farm
- Diepkloof Clinic, Soweto
- Levai Mbatha Clinic, Evaton
- Vlakfontein Clinic, Vlakfontein
- Lenasia Ext 5 Clinic, Lenasia
A major difficulty faced by the campaign was the prolonged public sector strike, which affected service delivery in hospitals and clinics all over the country. This impacted on the campaign in terms of the number of people participating. Secondly, Nisaa fieldworkers were not always able to meet their scheduled appointments and target numbers.

The Interface Campaign has been very successful and will be continued by Nisaa during the next financial year.

In addition, the intervention is also a very good marketing tool for Nisaa.

The Date Rape Campaign

Nisaa’s Date Rape Campaign is a long-standing campaign which addresses secondary school students, and aims to increase awareness about date rape and sexual rights. In the past financial year a total of 1 905 learners were reached in seven schools in Soweto, Orange Farm and Lenasia.

Over the past three years the campaign has reached more than 4 000 school students. As the graph indicates, there was an increase in the number of students reached in April 2009 - March 2010, compared to the previous year. The number then dropped during April 2010 - March 2011, because of the disruption brought about by the Soccer World Cup, in addition to the prolonged 2010 service delivery strike.
The campaign has yielded some interesting trends developed from responses in various schools in Soweto, Lenasia and Orange Farm. These are indicated in the graph below.

As indicated, knowledge around rape and the negative effects of rape does correspond with having a positive attitude to women and sex, and influences the average number of pupils with encouraging beliefs around gender roles and jealousy.

With specific reference to male beliefs around gender roles and jealousy, it must be noted that all three geographical areas scored poorly in this category, averaging just below 40%. This indicates that the campaign should consider alternative ways of addressing attitudes; perhaps by examining more closely the current perceptions and belief systems of this age group. This will be pursued in the coming financial year.

The female school students who attended the campaign activities expressed more positive beliefs about gender roles and jealousy; averaging at 60%. What was also clear is that the girl students showed a much better understanding of rape and its effects.

The campaign is important in that it allows school students to speak openly about some of the pressures they experience.
Many of the male students indicate that if they say no to sex they are teased by their peers. This led to a discussion on peer pressure. Interestingly, students of both genders agreed that boys are able to control their sexual urges.

Facilitators discuss the Sexual Offences Act and issues around ‘compelled rape’ and ‘grooming’. Most students were unaware that ‘grooming’ is against the law, and many have actually experienced it.

Pupils have highlighted that they cannot talk openly about sex at home and at school, and therefore the workshops provide them with an opportunity to discuss issues around sex in an open, safe and non-judgmental environment.

The Date Rape Campaign is Nisaa's oldest campaign, and is regarded as an excellent way of changing the mindset of school children. It also gives valuable research material to Nisaa for developing new programmes. One big indicator of the success of the campaign is that, in the past, Nisaa would have had to make several requests to a school in order to acquire permission to conduct workshops. Now, teachers request the workshops, and the schools are very accommodating.

Nisaa plans to modify the campaign, both in terms of content and reach, in the new financial year.

**Consent is Sexy Campaign**

The Consent is Sexy! campaign focuses on the importance of consensual sex, respect and open communication. It is essentially aimed at young people and emphasises the importance of being aware of one's physical desire to have sex versus emotional readiness. The campaign's messages are about respecting partners in both permanent and casual relationships. The overall message is that consent is sexy - and sex is better when both partners want it!

As highlighted in last year's report, the campaign was placed on hold due to copyright issues. After legal consultation the matter was finally resolved, and it was concluded that Nisaa should find a new way of putting forward the messages of the campaign.

In this regard Nisaa decided to make 60 second Public Service Announcements (PSAs), and commissioned meholo-maya (eye-to-the-sun) a company that does a good deal of Nisaa's multi medium campaign work, to produce a series of three PSAs. Two PSAs have been finalised and the third is in production.

The first PSA in the series looks at the dynamics and dilemmas of a young man and woman deciding whether to have sex or to wait until they both feel ready. The message for this particular PSA is: Make Sure You Are Ready to Have Sex! The second PSA presents a woman who has difficulty saying NO! to her husband when he wants to have sex, and she does not. The message is: Let's Talk About Sex!

The third PSA is based on comments made during sessions in the Date Rape Campaign, which include:

- She teases me, and when I am all hot and ready, she decides that she doesn’t want to anymore. But I can’t stop after that; and
- How do I control my male organ, because if aroused, it wants to go ahead and have sex.

The message of this PSA is: Respect Yourself! Respect Your Partner!

The project is in its initial stages and the impact has not yet been determined. However, the first two PSAs have
been loaded onto www.youtube.com and www.metacafe.com, and within 24 hours the first PSA had 100 hits, and has received more than 1,000 hits to date. The second PSA has received 800 hits.

Once the three PSAs are finalised they will be packaged with a worksheet for use in workshops, conferences, and other events. They will be registered as PSAs and all efforts to get them onto national television will be followed. In addition, research is currently being undertaken into the possibilities of screening the PSAs at airports; and on screens in bus and train stations.

The PSAs are well made and the messages are very clear. A positive factor is that the PSAs also promote Nisaa’s services, and carry Nisaa’s contact details and logo.

**Change the Tune! Radio Programme**

*Change the Tune!* is a radio programme consisting of two series. Series 1 and 2 consist of 26 - 30 minute episodes each, dealing with different aspects of gender and gender-based violence.
mehlo-maya (eye-to-the-sun) was commissioned to produce the radio programme. The series was designed to be cutting edge, informative and innovative. It aims to encourage honest and open discussion around gender and gender-based violence; and educate listeners.

As reported previously, Nisaa entered into a partnership with Channel Africa in the production of the series, and this resulted in the full series being broadcast over Channel Africa, going out to 54 African countries and an approximate 6.5 million listeners. The series is also on the Internet.

During the past year Nisaa has extended Series 1 to five community radio stations in five provinces. The stations are in the process of signing a Memorandum of Agreement with a monitoring and evaluation component. The stations are: alex-fm in Gauteng; Unitra Community Radio in Eastern Cape; Radio Teemaneng Stereo in Northern Cape; Radio Mafisa in North West; and Barberton Community Radio in Mpumalanga.

Following a research initiative conducted in 2009, a workbook has been developed to accompany the radio series, which gives suggestions for broadcasting the 30 minute programs within a 1 or 1.5 hour slot. This gives the opportunity to have phone-ins and studio guests; and allows the presenter time to open topics for debate. The stations have agreed to use the workbook.

Plans are in place to extend Series 1 into the other four provinces. Future plans include the development of a workbook for Series 2, and the implementation of Series 2 in all nine provinces.

Facing Me Facing You!

“When I did the basic and advanced counselling courses in 2007 I had no idea how it would impact on my life. What started as just another course amongst courses, turned out to be a life-changing experience!

The first thing that happened is that I began talking less, and listening more to other people. A picture emerged where people suddenly became real people - with their own contexts. I started becoming more attuned to body language and expressions of people. I started to understand how a woman could smile when relating her pain, or have a sullen expression when she spoke of being happy.

I learnt that active listening entails much more than hearing or understanding what someone is saying. People can rattle on about their stories, and most times they hardly tell the counsellor what the actual problem is. This is because many people cannot express their problems in words. We need to put the pieces (themes) together as the clients allude to certain things and we, as counsellors, pick up on these.

The most important lesson that I learnt is that when people are hurt, each one has her/his own way of expressing the pain. There is no right or wrong way that people should behave.

I am now able to help people by counselling them. I do not advise but ask questions. I prompt the client to reflect on her/his own behaviour and habits.

My own personal values are still intact, but I have become so much more liberal in my thinking. I can put myself in someone else’s shoes and see things within their frame of reference. I do not have to condone what people are doing, but I do not have to judge them.” by a participant
The Training Department implemented programmes in six key areas:

- Basic Counselling;
- Advanced Counselling;
- Self-Esteem;
- Peer Counselling and Life Skills for Youth;
- Interface Between Gender-Based Violence and HIV/AIDS; and
- Advocacy.

There were several difficulties experienced by the Training Department in the past financial year. These included disruptions caused by the Soccer World Cup, the service sector strikes, the resignation of the Training Manager after her maternity leave, and a severe lack of funding for training.

**Basic Counselling**

As in past years, the training department continued to offer the Basic Counselling Course, which is its cornerstone. This training attracts people from all walks of life who are keen to learn about gender issues and gender-based violence; the counselling relationship and qualities and skills required to be counsellor; and the skills required to support survivors of gender-based violence. This course also leads into Nisaa’s Advanced Counselling Course. The course is recommended through word of mouth, local newspapers and radio stations.

The course continues to touch the lives of many people, and provides the foundation to change the lives of other people who the participants will interact with. During the year under review the department conducted ten Basic Counselling Courses. All the participants passed the course.

Two courses were run for other organisations, and these proved to be an interesting experience for Nisaa: one was with young people from the Khulisa Project in Orange Farm; and the other for Khula in Germiston, where two training sessions were conducted.
An interesting issue that arose was that there were more men than women attending Nisaa training during the past year. This has never happened before, and is most encouraging.

Nisaa’s new Basic Counselling Course manual has been completed, and was used successfully during the past year.

Advanced Counselling

The Advanced Counselling Course is attended by people who have undergone the Basic Counselling Course. It aims to further enhance understanding of gender-based violence (GBV), and what action to take when faced with a situation of GBV.

It is an intense and interactive course, with participants required to make presentations on topics allocated to them. These include HIV/AIDS, Child Abuse, Rape Trauma, Drug and Alcohol Abuse, Suicide, Burn out and Stress. The training also revisits the stages of counselling, and provides advanced counselling skills.

During the year under review, the department conducted four trainings, and 34 participants successfully completed the course. The appointment of a new facilitator helped the department to reach its target. The department is planning to follow up on people who attended the training, to assess whether the training has assisted them to realise their potential and goals in life.

There are a large number of participants who have been through the basic counselling course, and have shown interest in attending this advanced training module.

Self Esteem

In the past financial year, three Self-Esteem courses were conducted, attended by 22 participants.

Participants reported finding the training valuable in rebuilding their self-confidence. The course focuses on turning around the sense of inadequacy and lack of self-worth often experienced by women who've been in abusive relationships. In many cases, it is this sense of inadequacy that stops women from seeking help, or

"Having completed my basic and advanced counselling courses at Nisaa, I have been given the opportunity to view the world in a different light. I always had a passion to reach out and help others in a meaningful and concrete way, but did not know how to do this. Through my life experiences I strongly believe that the majority of life’s battles and challenges stem from ineffective communication. The lessons I learnt during training helped me to realise that we would be doing an injustice to ourselves and humanity as a whole if we do not listen to, rather than judge, others. Becoming a counsellor has been a wonderful personal journey for me - a journey in self discovery! It has meant much introspection, in which I revisited my own attitudes and prejudices! I strongly believe that knowledge leads to power, and that is what I have taken away from doing the training at Nisaa." by Zharina Wajoodeen
telling others what they are experiencing. There's also a mindset often present within abused women that it is their own fault, and this prevents them from seeking assistance.

The aim of the course is to rebuild self-esteem. The course is always run at the Nisaa shelter, recognising the need for women at the shelter to rebuild their self-esteem in order to feel confident about facing the world after their stay at the shelter.

Peer Counselling/Lifeskill For Youth

During the past financial year, the Peer Counselling Training course targeted youth. One training session was conducted, attended by ten young people from a Lenasia-based orphanage. The course provides skills to assist young people in resisting drugs, alcohol, tobacco use, violence and other high-risk behaviours; and gives support to anyone who has succumbed to peer pressure.

The widespread teachers' strike during the year led to school holiday courses having to be cancelled, as the learners had to catch up on missed classes.

I Am Not the Odd One Out!

"The course that I did with Aunty Moonira at Nisaa was really great! It changed me in many different ways. I have always been a very angry and irritated person. I didn’t care about anything except myself and my needs. After the course I am a changed person. I have started respecting people, especially my family. I no longer give in to peer pressure. I’ve learnt what is right, and I have also learnt that it’s okay to say no! It will not make me the odd one out!" by Aay-Esha Ismail
Interface Between Gender-Based Violence and HIV/AIDS

There is an increasing demand for training in the relationship between Gender-Based Violence (GBV) and HIV/AIDS, as people begin to realise how strong the link is.

The GBV and HIV/AIDS course that Nisaa runs is a two day workshop with two facilitators allocated to each training session.

There were 55 workshops conducted between September and December 2010, with a total number of 1 591 attendees; 357 were men and 1 234 were women.

Hey, My Sister is Cool!

*Since I’ve attended the peer training course, my life has changed in many ways. I’ve learnt how to listen instead of just hearing. This alone has improved my communication skills tremendously; especially at home with my mother and sister. My sister and I now have a much better relationship, and we can talk openly. That never happened before! The course has helped me to deal with the pressures I’m constantly under. The greatest of these being peer pressure! I’ve learnt that I am who I am and I will stand up for what I believe in even if I have no support in doing so! * by Faatimah Ismail

How GBV and HIV/AIDS has Impacted My Life

*Having recently travelled abroad, I realise how serious the HIV/AIDS epidemic is in South Africa. In some countries the HIV test is done as a last resort, whereas in South Africa it has become the norm. A few years ago, taking out insurance, life policies and even medical aid, was relatively simple. A physical by a medical practitioner was sufficient. Today, an HIV test is mandatory.

Domestic violence is rife in every community. It has no boundaries in creed, culture and religion. We call for 16 days of activism or non-violence against women and children, but what happens during the other 329 days? Have we stopped so low?

I was surprised to discover that there is a relationship between gender-based violence and HIV/AIDS. I was well aware that disclosure of a positive status leads to stigmatisation and abandonment. To learn, however, that a positive HIV status is a risk factor for violence against women was alarming. Not only is a woman faced with all the difficulties of a positive HIV status, but she now faces the fear of sexual as well as physical abuse. We are living in a society where gender inequality and gender violence are determining factors in a woman’s risk of contracting HIV/AIDS.

Although our country has advanced by leaps and bounds, we are still bound by culture and traditions. HIV/AIDS has reached pandemic proportions, and there are many myths accompanying the disease. One myth is that sleeping with a virgin will cure AIDS. Sadly, this has led to an increase in violent sexual abuse (rape) against young girls.

After attending the Nisaa workshop on GBV and HIV/AIDS, I believe that we need to educate the nation. It is only through education that we can begin reducing the spread of HIV/AIDS. People also need to know that they can live for more than 30 years (in fact no one knows how long) with good
The workshops were run across Gauteng - in Ekhuruleni, Sedibeng, Tshwane, West, Metsweding, and different parts of the City of Johannesburg.

In addition, volunteers who train on GBV and HIV/AIDS received refresher courses on how gender issues make women susceptible to HIV/AIDS.

**Advocacy**

Advocacy training aims at equipping organisations with theoretical and practical advocacy skills to raise awareness, particularly around the interface between Gender Based Violence and HIV/AIDS.

In the training, participants go through a theoretical learning experience, after which they design an advocacy project which they plan to implement at their respective organisations and/or communities. A monitoring and evaluation process is then undertaken to determine the success of the project once it has been implemented.

Due to the lack of funding during this financial year, only one direct Advocacy Training Course was conducted. It was attended by 12 people; eight women and four men. The course was conducted in Bloemfontein and participants came from Free State-based organisations.

Four advocacy campaigns planned during the course, were later assessed.

**Tshireletso Against Women Abuse (TAWA)**

TAWA ran a workshop at the Morojaneng Library in Dewetsdorp on 11 November 2010. A total of 55 men and women attended.

**Kgahuelo Organisation**

Kgahuelo focused upon raising awareness around violence against children. Pamphlets were distributed in the area of Bloemspruit, and this resulted in a widespread interest in the issue. One key result was the case of a young girl – who had been sexually abused by her stepfather – coming forward. The organisation took up the case, and has since brought the perpetrator to justice.

**Child Welfare (Wepenar)**

A social worker from Child Welfare decided to pilot a campaign with men and boys in three towns near Wepenar. Door-to-door campaigns, petitions and marches were conducted as part of the awareness campaign. The impact was very encouraging, and young boys signed a petition pledging never to abuse women.

**South African Council of Churches (Free State)**

The Council of Churches attendees conducted six workshops upon returning to their organisation. These sessions, attended by 233 people, focused directly on the relationship between GBV and HIV/AIDS. The workshops resulted in a campaign during which 4 810 people filled in a form acknowledging their HIV status. In addition, informational talks were conducted with church members. This was a very successful project.
Nisaa has enjoyed a lot of valuable media coverage during the year under review.

In the print media there was a range of articles profiling the work of Nisaa. Move! Magazine gave Nisaa two features. The first article was an introduction to Nisaa and the National Shelter Movement of South Africa; and the second was entitled, 'Re-victimisation of survivors of domestic violence – by the police'. The exposure has been helpful in profiling Nisaa and marketing our services to the communities we serve, as indicated by the large number of calls we received following the articles in the magazine.

Nisaa also wrote approximately five articles that were featured in various community newspapers. The articles included:

- *Counselling – What Help do Survivors of Violence Have Available to Them?*
- *Domestic Violence – Power and Control*
- *The Sixteen Days of Activism*
- *The End of the Sixteen Days*
- *Women Making a Fresh Start*

In addition to the print media, Nisaa managed to renegotiate airtime with Eastwave Radio, a community radio station in Lenasia. This resulted in a number of important topics being discussed on air, with Nisaa’s participation.

- **August 03**: The Shelter Co-ordinator accompanied a shelter client to speak about her experiences of domestic violence, and the services she received at Nisaa’s shelter.
- **August 17**: The Advocacy and Research Manager spoke on the topic 'Why women stay in abusive relationships'.
- **September 14**: Nisaa volunteers and interns spoke about their experiences with Nisaa volunteers and interns.
- **September 28**: Two of Nisaa’s volunteers were interviewed around their own personal accounts of contracting AIDS; one through rape and the other, via a careless partner. This topic created a stir, and while people did not phone into the studio during the interview, they called both women after the show.
- **October**: Nisaa’s Acting Training Manager was interviewed on the interface between GBV and HIV/AIDS. This was presented after two young Nisaa volunteers had openly discussed their status on air.
- **October**: Eastwave Radio aired one of the episodes of Change the Tune!
- **November**: Nisaa’s Child Care Worker was interviewed on the topic ‘What about the children? Children who witness abuse’.
- **November**: The Counselling and Shelter Manager was interviewed about violence against women as a general phenomenon.

Nisaa was also invited onto SABC’s ‘3 Talk’ during Sixteen Days of Activism Against Violence Against Women and Children. The interview included general information about the history of the campaign and Nisaa’s plans during the campaign.

During the next year, Nisaa plans to be more pro-active in profiling its work in mainstream and community media, in addition to exploring social media tools as a medium to communicate with the general public on a more regular basis.
MONITORING AND EVALUATION

During the second part of the year Nisaa embarked on an ongoing evaluation of its own monitoring and evaluation processes. The objective is to improve services through a better understanding of what it currently does. The process has highlighted some gaps in Nisaa's current monitoring and evaluation systems, and these are being addressed. Most importantly, all staff members are being trained to develop better monitoring and evaluation skills. These are specialised skills, and staff members are working hard to acquire them. It is very much in the long-term interests of the organisation, to have staff trained in these skills.

Ensuring that the organisation has better monitoring and evaluation systems gives a better understanding of what has been achieved, and what strategies need to be put in place to improve services. It is also in line with Nisa's desire to be a learning organization, and undergoing a monitoring and evaluation process is a useful exercise in organisational introspection.

Key questions asked during this process have been:

- Are we achieving what we set out to do?
- Are we using the most effective strategies and methods in our efforts to combat gender-based violence in every sphere in which we are active?
- Are there other potentially effective approaches and methods available?
- Are there significant areas within gender-based violence that we have not yet addressed? If so, what are they?
- Could we increase our social impact by incorporating new areas?

Nisaa will continue the monitoring and evaluation process into the next financial year. It has the potential to improve the service delivery of the organisation, and inform future advocacy initiatives.

STAFF DEVELOPMENT AND WELLNESS PROGRAMMES

In light of the nature of the work in which Nisaa engages, it is important to ensure that Nisaa's most important asset receives due care. In this regard, Nisaa ran three staff wellness programmes during the year, as well as several staff development workshops.

Nisaa negotiated with a local beauty college, Nouvelle Beauty School, to treat staff members to massages, facials, pedicures and manicures. Each staff member or volunteer, and every woman in the shelter, had at least one treatment. Nisaa also held a hut-making competition in which staff members were taken through a miniature hut-making process, and then left to their own devices to make and decorate their huts. Prizes were awarded for first, second and third place for the huts, and even those who did not finish their huts were encouraged to complete them at home and bring them back to be judged. Staff participated enthusiastically in these events.

A staff motivational workshop was run in which staff members, volunteers and interns were shown a video called *FiSH! Sticks*. The video focuses on Seattle's Pike Place Fish Market, where every employee assumes personal responsibility for maintaining the company's vision of service, passion and fun. The secrets of how these fishmongers keep their passion alive through daily commitment were explored and adapted in the workshop.

Other staff training included:

- Two sessions on gender sensitivity, for all staff, interns and volunteers. The first training was not to Nisaa's satisfaction, as it focused more on introspection and staff motivation than on gender sensitivity.
Nisaa therefore commissioned a second training session which proved to be more successful.

- First aid training for all staff and volunteers.
- Emergency evacuation training for all staff members, interns and volunteers, in line with our efforts in disaster management.
- Software course for Nisaa’s bookkeeper. As Nisaa progresses towards more efficient financial systems, it was deemed appropriate to upgrade our accounting package to Pastel Evolution.
- Assessor training for the Executive Director, Advocacy and Research Manager, and one of Nisaa’s trainers, important when Nisaa becomes accredited for the Basic and Advanced Counselling Training.
- Trauma Counselling Training for the counselling team, interns and volunteers, to enhance current counselling skills within the team.
- King III Training for Board members and management staff, aimed at ensuring compliance with governance requirements.
- Basic Microsoft Training for 15 staff members who were divided into groups depending on skill level, so that training could be paced and pitched accordingly. This training is set to continue until July 2011.

The past financial year has been a positive one, and Nisaa enters the new financial year as a solid and constructive organisation. One key challenge for Nisaa is to focus on profiling the organisation in the mainstream media as this not only advertises its services to potential clients, but also raises its fund-raising abilities.

ACKNOWLEDGEMENTS

Nisaa wishes to thank the following donors, institutions and individuals for the support they have given in a range of different ways during the financial year 01 April 2010 to 31 March 2011.

Donors

Oxfam Novib
National Lotteries Distribution Trust fund
Gauteng Department of Social development
Gauteng Department of Health – Multi-Sectoral HIV/AIDS Unit
Oxfam Canada
Volunteer Services Oversees
Heinrich Boell Foundation
De Beers Fund
Anglo American Chairman’s Fund
Accenture

Institutions

South African Breweries CSI
Edura
HBZ, Lenasia
Standard Bank
Consol Glass
Centre for the Study of Violence and Reconciliation
ABSA, CSI
ADAPT
Lewis stores
Mac Steel Foundation
Solomon Ruben & Ann Winer Educational and Benefit trust
Azara Secondary School
Bhikha Incorporated Attorneys
Channel Africa
ConCom Solutions
Eastwave Radio – Ms Sharita Nanoo
mehlo maya – Ms Bobby Rodwell
M B Communications and Projects
Sisters Incorporated
Masimanyane Women’s Support Centre
Southern Hemisphere Consultants
Sonke Gender Justice
Nouvelle Beauty School
Eves Care Group
Vutomi High School
Morris Isaacson High School
Mpheti Mahlatsi Secondary School
Trinity Secondary School
Mezodo Vocational Skills Centre
ECHO

**Individuals**

Ms Jenny Dry
Mr Isu Chiba
Ms Tsholofelo Moloi – National Department of Social Development
Mr and Mrs Solly Sader
Dr and Mrs Al Dangor
Mr Ismail Vadi
Ms Shahida Kazie - ANC Councillor
Ms Zharina Wajoodeen
Ms Khola Dawood
Ms Charlene Smith
Ms Aneesa Coovadia

With special thanks to the Nisaa Board for the direction and support that each member gives to the organisation.

**Nisaa Board Members**

Ms Petal Thring – Chairperson
Ms Hendrina Khanyile – Deputy Chairperson
Ms Angelica Pino – Secretary
Ms Estelle Solomons – Treasurer
Mr Jeremy Daphne
Mr Bafana Khumalo
Ms Janine Moolman
Ms Rowayda Halim
### INSTITUTE FOR WOMEN’S DEVELOPMENT (NISAA)
(ASSOCIATION INCORPORATED UNDER SECTION 21)

**STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2011**

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INSTITUTE FOR WOMEN’S DEVELOPMENT (NISAA)  
(ASSOCIATION INCORPORATED UNDER SECTION 21)  

ABRIDGED STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 MARCH 2011

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